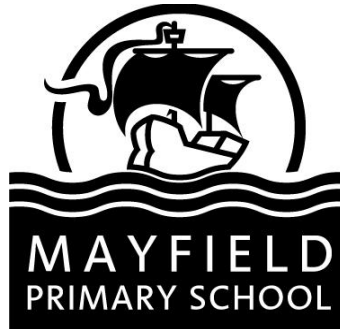


Mayfield Primary School



Policy

Anti-Bullying

Governor committee to review policy:	Pupil Wellbeing & Learning
Staff member with responsibility for review:	Deputy Headteacher
Date of last review:	May 2025
Date of next review:	May 2026

Mayfield Primary School - Anti-Bullying Policy - May 2025

Definitions of bullying

Bullying is defined as a persistent, deliberate attempt to hurt or humiliate someone which is repeated over a period of time. One-off incidents do not fall within the definition of 'bullying'.

There are various types of bullying, but most have three things in common:

1. It is deliberately hurtful behaviour.
2. It is repeated over time.
3. There is an imbalance of power, which makes it hard for those being bullied to defend themselves.

Bullying may take various forms including

- Physical, e.g. kicking, hitting, pushing, intimidating behaviour or interference with personal property
- Verbal or psychological, e.g. threats, taunts, shunning/ostracism, name-calling/verbal abuse or spreading of rumours
- Cyber-bullying is a different form of bullying and can happen at all times of the day, with a potentially bigger audience, and can include e.g. abuse on-line or via text message, interfering with electronic files, setting up or promoting inappropriate websites, social media and inappropriate sharing of images from webcams/mobile phones.
- Bullying based on academic achievement, e.g. name-calling, innuendo, ostracism or negative peer pressure based on perceived levels of ability or effort
- Appearance-based bullying, e.g. name calling, negative stereotyping based on physical characteristics.

Bullying may also be prejudice related. This includes:

- Racist bullying, e.g. physical, verbal, written, on-line or text abuse or ridicule based on differences of race, colour, ethnicity, nationality, culture or language
- Faith-based Bullying, e.g. negative stereotyping, name-calling or ridiculing based on religion
- Sexist bullying, e.g. use of sexist language or negative stereotyping based on gender
- Sexual bullying, e.g. unwanted/inappropriate physical contact or sexual innuendo
- Homophobic bullying, e.g. name-calling, innuendo or negative stereotyping based on sexual orientation or use of homophobic language
- SEND bullying, e.g. name-calling, innuendo, negative stereotyping or excluding from activity based on disability or learning difficulties

Anti-Bullying Statement

At Mayfield Primary School bullying is totally unacceptable and we seek to eradicate it wherever possible by:

- Ensuring that the school community follows the Behaviour Policy
- Providing a caring environment for pupils at all times and in all places
- Openly encouraging pupils to confide in someone that they trust should they feel that bullying is taking place (for example parents, friends, peer mediators, class teachers or other members of staff working within the school). We encourage pupils to do this through regular discussions between class teachers and pupils on the subject of good relations, through the medium of school assemblies and in PSHE lessons.
- Listening to and responding to allegations of bullying promptly
- Monitoring behaviour records regularly so that patterns of behaviour are noticed and acted upon
- Protecting pupils who have reported bullying from victimisation by the alleged perpetrators
- Involving parents and any other relevant bodies in order that we can investigate as soon as possible, helping to find a resolution to any case that may arise
- Keeping a record of all incidents

Aims & Principles

- To develop a whole school ethos in which bullying is regarded as unacceptable.
- To provide a safe and secure environment where all can learn without anxiety.
- To provide a system of support for anybody who feels that they are being bullied.
- To provide a system of support for those who bully others by helping them to address and modify their own behaviour.
- To provide preventative action through the appropriate units of work from within the PSHE Scheme of Work.

Implementation of the Policy

Procedures

- Unless the incident warrants further involvement, the class teacher will deal with the situation at the time. They should then inform their Team Leader. The Team Leader may choose to take further action. The Team Leader will bring cases to the attention of the Deputy Head and/or Headteacher at the next Leadership Meeting.
- Should the problem be particularly urgent, violent or persistent then the Deputy Headteacher or Headteacher will be informed immediately. This is in line with our procedure for dangerous behaviour within our behaviour policy.
- In the event of observed or reported bullying, the facts will be ascertained from the victim(s), alleged perpetrator(s) and witness(es). A record will be made on our online behaviour recording system of who was involved, what happened, when and where.
- Bullying will be investigated without apportioning any blame at the time.
- Parents of all pupils involved will be informed at an appropriate time during the investigation. If a parent of a victim has brought the initial allegation of bullying to the attention of the school, that parent will be kept informed of developments in a way that maintains appropriate confidentiality. The following script may be used, as outlined in our Behaviour Policy: *'We are unable to discuss the plans, provision or differentiation used with any child or children other than your own.'*
- The number of cases or incidents will be reported to the GB three times a year in the Headteacher's Report.

Modes of Inquiry

- Where possible the victim and alleged perpetrator(s) will be seen separately
- Conversations with children will follow the structure of conversations that are used for reflection, as detailed in our Behaviour Policy:
 - What happened?
 - How were you feeling when it happened?
 - What did you wish to happen as a result?
 - What were the consequences of your actions? Who has been affected?
 - What needs to happen to put things right?
 - How might you prevent this from happening again?
- If the alleged perpetrator(s) do not admit to anything being wrong then they can be asked to help suggest ideas as to how to deal with the situation so that the victim can feel safe and happy at school

- If the victim agrees, a joint meeting may be arranged in which all parties can express their views and a positive way forward can be agreed. This may result in further educational and protective consequences.
- The situation will be monitored by the the class teacher, with regular updates to the Team Leader at Team Meetings. Team Leaders will update the Headteacher and Deputy Headteacher at Leadership Meetings.

This policy works in conjunction with Mayfield Primary School's Behaviour Policy.